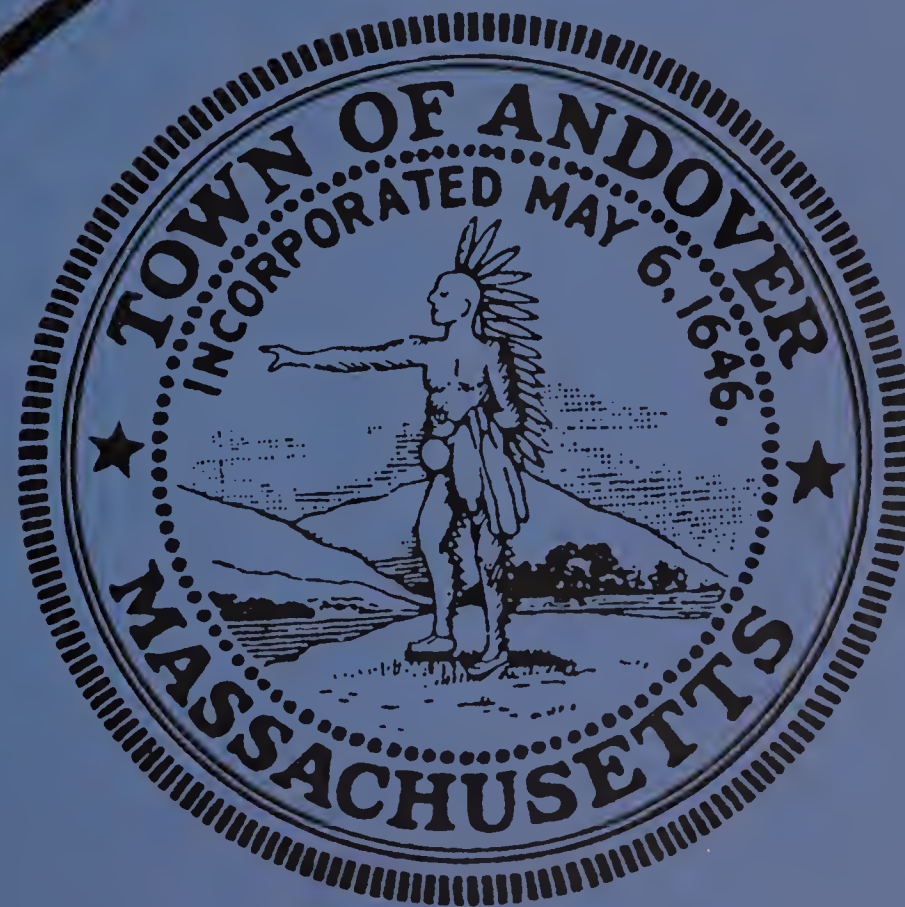


Andover, Mass. -- Town Meeting -- Andover Budget Report

ANNUAL BUDGET MESSAGE 1969



" For of all sad words of tongue or pen,
The saddest are these:
It might have been."



Office Of The Town Manager

Town Hall, 20 Main Street
01810

22 January 1969

Board of Selectmen, Finance Committee,
Citizens of the Town of Andover

Herewith is submitted for your review and appropriate action justification of the expense increases in the proposed 1969 budget over that of 1968. Included are all town operating departments and activities with the exception of the Andover School Department. Justification of the school budget will be undertaken separately by the Andover School Committee.

The explanations can be followed only in conjunction with my annual budget message booklet submitted to you on 15 January 1969. They are referred to, initially, by item number with these numbers corresponding to those to be found in Schedule III, the blue sheets in the budget message. In addition to this information, I have included as an appendix the Town Classification Pay Plan for 1969. Since most of the expense increases are for personal services, I felt it appropriate that this plan should be presented to you so as to provide a more reasoned understanding of the 1969 budget. The Pay Plan reflects the results of collective bargaining agreements reached or imminent with the Public Works, Fire and Police bargaining units. As soon as all negotiations have been completed, I will present their results to you in such detail as you may require.

I have made it clear on numerous occasions that the inference should never be made that a budget may not be reduced. Reasonable differences of opinion clearly must exist on what the Town wants and what it feels that it can afford. The budget process should be a provocative one. It should make each one of us reflect seriously upon the plans and programs proposed in the annual budget. There should be, there must be room in the overall process of budget preparation, review and execution for the most divergent of views on what the budget program should be. I welcome public debate and discussion on the 1969 budget. I stand ready to defend it to such extent as may be necessary. I stand ready also to work with you in effecting such changes as are required to meet the financial needs of the Town in the coming year. The process will not be an easy one, nor should it be.

I await your pleasure.

Respectfully submitted,

Richard J. Bowen
Richard J. Bowen
Town Manager

TOWN OF ANDOVER
MASSACHUSETTS

1969
ANNUAL BUDGET

EXPENSE INCREASE JUSTIFICATION

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TOWN OF ANDOVER
MASSACHUSETTS

1969
ANNUAL BUDGET

EXPENSE INCREASE JUSTIFICATION

<u>ITEM #</u>	<u>ACCOUNT</u>	<u>AMOUNT INCREASE</u>	<u>JUSTIFICATION</u>
1	Town Moderator Personal Services	\$ 25	To reflect three Town Meetings in 1969: Annual March, Special October and one other if past experience is a guide. Moderator is paid a stipend of \$25.00 per meeting.
2	Board of Selectmen Personal Services	2,100	To increase salaries of four (4) Selectmen to \$800. each and Chairman to \$1,000. from \$400. and \$500. respectively. Proposed by Town Manager to more nearly compensate Selectmen for out-of-pocket expenses in carrying out official duties and responsibilities.
4	Town Manager Personal Services	4,778	Normal salary adjustments in accordance with Town Pay Plan. Also, a transfer in expense from Central Services, Personal Services, Item #27. It is a reflection of present practice. Town Manager's office now has two (2) full-time secretaries. This represents an increase of one (1) employee since 1959. Workload of office particularly in purchasing requires present level of staffing.
8	Finance Committee Other Expenses	1,250	To reflect actual cost of miscellaneous expenses incurred by Finance Committee and major expense of printing and mailing Finance Committee report in March. Cost of latter has consistently exceeded budget with excess absorbed in either Town Manager or Central Services budgets.
9	Town Accountant Personal Services	1,959	Normal salary adjustments in accordance with Town Pay Plan.
11	Town Treasurer Personal Services	2,623	Normal salary adjustments in accordance with Town Pay Plan.
12	Other Expenses	270	Normal increase in quantity of materials and supplies to reflect increased workload.
13	Tax Collector Personal Services	1,448	Normal salary adjustments in accordance with Town Pay Plan.

<u>ITEM #</u>	<u>ACCOUNT</u>	<u>AMOUNT INCREASE</u>	<u>JUSTIFICATION</u>
14	Tax Collector Other Expenses	\$ 150	Telephone service, printing and other office expense increases due to workload.
15	Board of Assessors Personal Services	2,270	a. Normal salary adjustments in accordance with Town Pay Plan\$1,086.
16	Other Expenses	1,995	b. Budgeting full cost of Clerk-Typist rather than sharing with Tax Collector. Work load justified full-time position..\$1,184 Anticipated increase in fees of cases to be heard before State Appellate Tax Board.
17	Town Counsel Personal Services	1,000	To reflect more reasonably value of Town Counsel's services.
18	Other Expenses	2,000	1969 special case expense expected to increase on the strength of present case load.
19	Town Clerk Personal Services	1,338	Normal salary adjustment in accordance with Town Pay Plan.
21	Planning Board Personal Services	521	Normal salary adjustments in accordance with Town Pay Plan.
22	Other Expenses	2,960	Added expense in consultant services due to increased planning activity in open space, apartments, school sites, central business district and industrial development
28	Central Services Other Expenses	952	Normal expense increase.
29	Board of Appeals Personal Services	6	Normal increase in costs.
30	Other Expenses	150	Increased expense due to Board activity.
31	Council on Aging Personal Services	1,500	New part-time position to permit some compensation for present director-volunteer.
33	Police Department Personal Services	49,654	a. Normal salary adjustments in accordance with Town Pay Plan.... \$30,266 b. Police Lieutenant budgeted for entire year.....\$9,388 c. Police interns.....\$10,000

<u>ITEM #</u>	<u>ACCOUNT</u>	<u>AMOUNT INCREASE</u>	<u>JUSTIFICATION</u>
34	Police Department Other Expenses	\$ 9,700	a. Police in-service training program.....\$5,000 b. Maintenance of equipment and vehicles..... 2,200 c. Uniforms..... 2,000 d. Miscellaneous equipment..... 500
35	Fire Department Personal Services	38,912	Normal salary adjustments in accordance with Town Pay Plan.
36	Other Expenses	25,025	a. Replacement of 1963 ambulance.....\$16,000 b. Walkie Talkie Radios..... 3,000 c. Building Maintenance including painting of Ballardvale Fire Station..... 2,000 d. Utility Service Increases..... 1,000 e. Maintenance of Equipment & Uniforms..... 1,625 f. Telephone..... 2,000
38	Civil Defense Other Expenses	550	Replacement of Civil Defense Communication Units.
39	Animal Control Personal Services	6,000	To reflect full-time dog officer.
40	Other Expenses	15,400	a. Dog Pound.....\$10,000 b. Truck..... 4,000 c. Expense of Vehicle Maintenance and Dog Pound Operations 1,400
41	Electrical Inspector Personal Services	206	Normal salary adjustment in accordance with Town Pay Plan.
42	Other Expenses	100	Normal increase.
43	Weights and Measures Personal Services	200	Salary adjustment in accordance with Town Pay Plan.
44	Other Expenses	33	Normal cost increase.
45	Building Inspector Personal Services	610	Normal salary adjustment in accordance with Town Pay Plan.
46	Other Expenses	225	Assistant Building Inspector car expense.
49	Highways Personal Services	13,710	Normal salary adjustments in accordance with Town Pay Plan.
54	Sidewalks Other Expenses	19,800	To permit sidewalk construction for Bancroft and West Elementary School areas.

<u>ITEM #</u>	<u>ACCOUNT</u>	<u>AMOUNT INCREASE</u>	<u>JUSTIFICATION</u>
	Parks		
55	Personal Services	\$ 2,571	Additional employee to cover work previously performed by Recreation Department maintenance man (Position eliminated).
	Trees		
58	Other Expenses	1,350	a. Additional tree planting.....\$1,000 b. Purchase of earth augur for planting of trees..... 300 c. Superintendent travel expense..... 50
	Dutch Elm Control		
59	Personal Services	322	Normal salary adjustments in accordance with Town Pay Plan.
60	Other Expenses	2,055	Replacement of 1963 pickup truck.
	Insect Pest Control		
61	Personal Services	931	Normal salary adjustments in accordance with Town Pay Plan.
62	Other Expenses	3,800	Replacement of sprayer unit.
	Vehicle Maintenance		
63	Personal Services	41	Normal salary adjustments in accordance with Town Pay Plan.
64	Other Expenses	28,308	Replacement of existing equipment - three (3) dump trucks; one (1) pickup truck; one (1) sweeper; one (1) sidewalk plow.
65	Street Lighting	10,000	To permit continuation of street lighting improvement program.
	Engineering		
66	Personal Services	2,595	a. Normal salary adjustment in accordance with Town Pay Plan \$935 b. Seasonal engineering help.....\$1,660
67	Other Expenses	240	a. Car expense for engineering aide and normal operating expense increases.
	Sewer		
69	Other Expenses	2,200	Figures in error. 1969 budget for expense actually \$14,550. as compared with 1968 budget of \$14,668.
	Landfill Operation		
70	Personal Services	5,099	a. Normal salary adjustments in accordance with Town Pay Plan \$99 b. Gate attendant position to permit adequate policing of landfill use.....\$5,000
71	Other Expenses	2,900	Landfill fence.
	Board of Health		
73	Personal Services	8,735	a. Normal salary adjustments in accordance with Town Pay Plan. b. New position of Sanitarian for nine (9) months to permit more adequate professional attention to town sanitation problems.

<u>ITEM #</u>	<u>ACCOUNT</u>	<u>AMOUNT INCREASE</u>	<u>JUSTIFICATION</u>
74	Board of Health Other Expenses	\$ 303	Telephone expense.
78	Veterans' Service Personal Services	117	Normal salary adjustments in accordance with Town Pay Plan.
81	Andover School Dept. Personal Services	817,165	By School Department.
82	Other Expenses	334,112	By School Department.
83	Regional Voc. School	3,489	Proportionately more Andover pupils in 1969 than in 1968.
84	Library Personal Services	2,734	Normal salary adjustments in accordance with Town Pay Plan.
85	Other Expenses	4,030	Books.
86	Recreation Personal Services	2,673	***a. Part-time Clerk to be shared with Tax Collector.....\$2,675
87	Other Expenses	7,590	Building maintenance including repairs and improvements to Pomps bathhouse.
89	Water Other Expenses	34,752	a. Replacement of: 1. Pickup truck.....\$2,800 2. Backhoe..... 24,000 b. System maintenance.
91	Spring Grove Cemetery Other Expenses	1,300	Additional vaults and mowers.
92	Insurance	16,340	Workmen's Compensation cost increase resulting from higher town payrolls including schools. More public buildings to insure against fire. Change in fire insurance coverage from co-insurance at fair market value to replacement cost.
93	Employee Benefits	20,000	To allow for payment by Town of 75% from 50% of Blue Cross-Blue Shield coverage for individual employee.
94	Patriotic & Civic Celebrations	200	To cover cost of Founder's Day.
96	Retirement	23,397	Retirement costs are regulated by State and not subject to local control.

*** Also includes full year cost of operating
Sr. High School Student Activity Center

<u>ITEM #</u>	<u>ACCOUNT</u>	<u>AMOUNT INCREASE</u>	<u>JUSTIFICATION</u>
97	Damages to Persons & Property	\$ 2,000	To reflect increasing town liability exposures not covered by insurance.
98	Interest Expense	154,819	See Page 7.
99	Bond Redemption	295,000	See Page 7.
101	Compensation Plan	22,500	To reflect collective bargaining agreements as well as required adjustments in Town Compensation Plan to maintain integrity of plan and to keep pace with continuing sound Town personnel practices.
102	Special Articles	81,400	See page 9.
	State		
103a	Parks	4,963	State assessment.
103c	Exam,of Retire.Sys.	19	State assessment.
103d	M.V.Excise Bills	41	State assessment.
104a	County Tax	8,867	State Assessment.
106	Overlay	25,000	To cover exemptions and abatements.
107	Capital Improvement Program	413,000	See Page 12.

Debt service resulting from the incurrence of indebtedness in the last year as well as in previous ones continues to require the second largest share of the annual budget. The 1969 budget requires \$1,741,629., an increase over 1968 of some \$449,819. This increase is due as a consequence of the sale of \$3,940,000 in bonds principally for the West Elementary School addition and the Lowell Junction street and utility improvements. I cannot and I would not try to minimize the impact of Town debt on the Town's taxpayers. On the other hand, debt service has tended to be one of the "boys to be whipped" in the budget review process. Frequently, concern has been expressed to the point of alarm as though there were something inherently bad, improper, unwise or careless about its incurrence. With these as well as other thoughts in mind, I would like to take the time to examine our debt with you in the hope that such a review will result in a better understanding of our debt obligations.

Approximately 85% of the principal and interest requirement of the 1969 debt budget is attributable to school, water and sewer projects; that is to say, projects or improvements directly related to population growth. They are distinctly people-oriented. School population growth, for example, makes it clear that with more children, more space is required. There may be differences of opinion relative to the substance of an individual school building project, but all the hand-wringing and breast-beating in the world will not reduce the need for space.

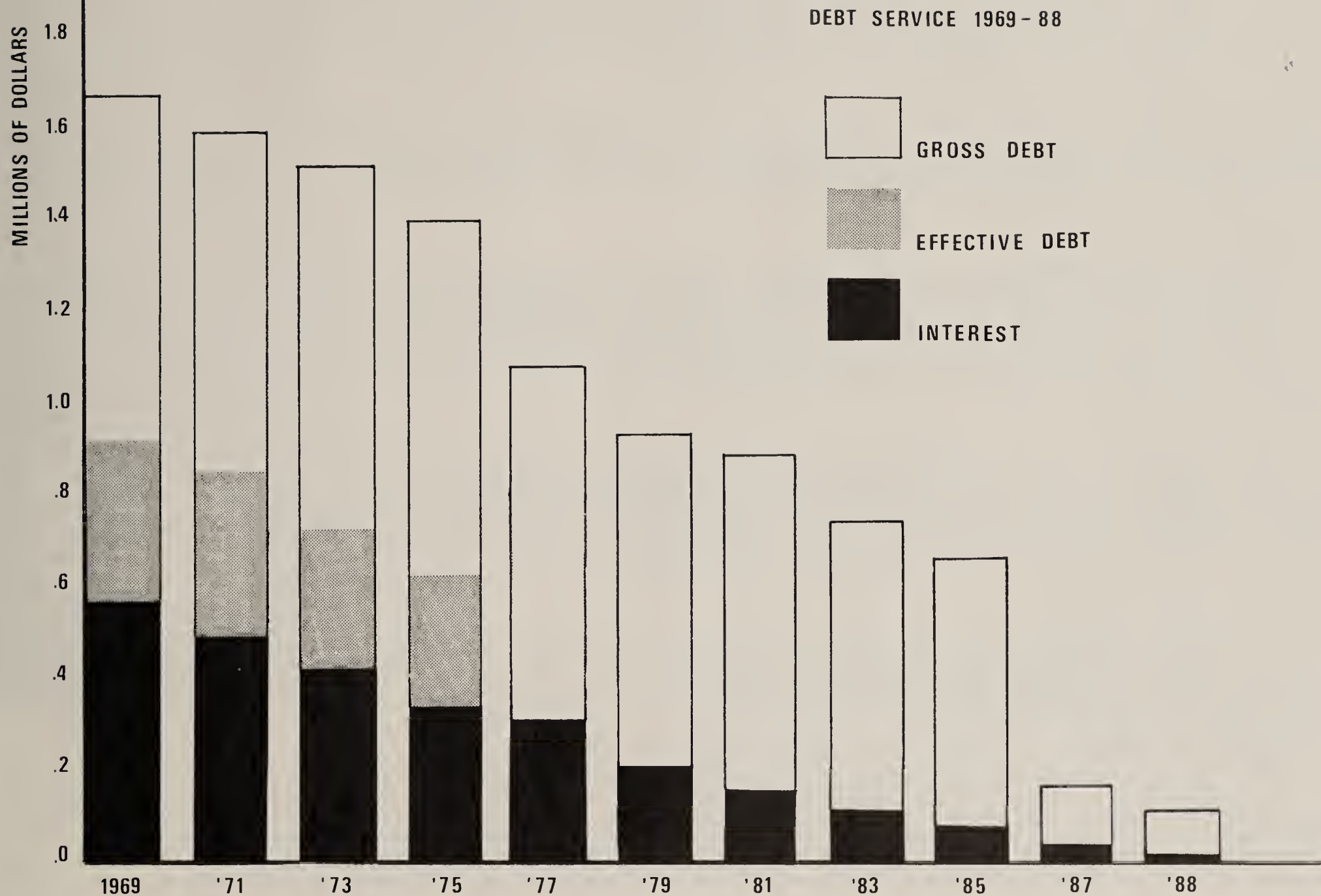
The remaining 15% of our debt belongs to other public building projects, drainage, street and land acquisition programs.

Again, without meaning to minimize the impact of our indebtedness, the incurrence of some debt has resulted in income for its support. Stated from the other end of the spectrum, not all of our debt is supported directly by the property taxpayers of Andover. I will not argue the obvious fact that the final or ultimate source of all revenue for the support of government is borne by taxpayers. My immediate concern must be that of the local property taxpayer, the main source of local governmental revenue. In 1969, of the \$1,675,950 required to pay the principal and interest on our bonded indebtedness, some \$671,000 is received in income through State grants, water and sewer betterment assessments and added taxes resulting from increased property valuation - principally the Gillette Toiletries Company - which would otherwise not be received without the projects having been undertaken and the debt incurred. Thus, of our total 1969 debt budget only approximately \$1,000,000 of the total must be supported directly by the Town's property taxpayers.

This is shown clearly on the accompanying chart and is described as "effective debt". By 1984, assuming the incurrence of no additional bonded indebtedness, income will exceed outgo as a consequence of the projects supported by borrowing. You will recall that the street, sewer and water improvements for Lowell Junction and the Gillette Toiletries Company were justified solely on this expected result.

In summary, a combination of the realization that virtually all of our debt is the result of numbers of people and that for all intents and purposes a large share of it is "self-supporting" should remove this budget category from the status of suspicion and doubt to one of reasonableness and responsibility.

TABLE IV



ITEM #102

SPECIAL ARTICLES

A comparison of the cost of special articles for 1969 as against the cost for 1968 would be meaningless since special articles are so varied and so subject to direct control. They also represent projects or programs which are influenced directly by the Board of Selectmen in terms of their being admitted for inclusion in the Town Meeting Warrant. At this writing, the Selectmen have not completed their review of the articles and they may, therefore, omit or modify them drastically. For the purposes of this presentation, each one that is being considered will be explained.

CHAPTER 90 - \$54,000

These are funds earmarked for road construction and when used are reimburseable to the extent of 75% (25% - County, 50% - State). Present plans call for improvements to Andover Street, Reservation Road and Red Spring Road. This article is an annual request.

STABILIZATION FUND - \$25,000

The Stabilization Fund is a sinking fund into which money may be placed upon vote of the Town for certain specified purposes, particularly school construction. The effect of the Stabilization Fund is to make it unnecessary to borrow the full amount for the construction of a school, for example, and thus reduce interest charges. The State will accelerate to the extent of \$100,000 its grant for a school construction project. This compounds the advantage to be realized by not having to borrow money. The Town did not appropriate money last year for the Stabilization Fund.

COMPUTER SIMULATION - \$16,000

This sum is requested to permit the Town to participate in a pilot project in capital improvement budgeting and land use planning. This would be a planning aid and would permit the Town to simulate any number of situations so as to devise alternate plans or programs for meeting the Town's problems in these two areas. Because of the unlimited capacity of a computer to store information and in the processing of the information to compress time, it would be possible for us to have the "experience" of various and varied planning situations without actually suffering the consequences. We are in critical need for such planning if we are to avoid many of the situations that we have had to face in the recent past.

STRAIGHTEN CURVES - \$10,000

The Board of Selectmen is considering the initiation of a program to remedy certain road situations in the Town. The 1969 proposal will be spelled out more clearly by Town Meeting and would represent the first of a several year expenditure for such projects.

RIVER STREET - \$75,000

This sum would permit the improvement of River Street in Ballardvale from the Ballardvale center to Lowell Junction Road. The road is in critical need of repair, particularly in terms of alignment. With the opening of the Gillette facility as well as in all probability other industrial plants, improvement of this stretch of road is a must. The funds would also be used, hopefully, on a cooperative basis with the Town of Wilmington for improving River Street from Lowell Junction Road to Route 125, approximately. This is the main access to the Lowell Junction Industrial Area. The roadway at the present time is in very poor

ITEM #102 - SPECIAL ARTICLES - Cont.

condition to the extent of being dangerous. Heavy traffic generated by industrial plants in the area will make this situation even more critical. Although most of the roadway lies in the Town of Wilmington, the benefits to be realized by the improvement of the roadway will accrue at the outset to the Town of Andover. Thus, it would appear to be in the Town of Andover's interest to participate in the road's improvement.

TOWN HALL IMPROVEMENTS - \$10,000

These funds would permit further improvement both to the interior and exterior of the Town Hall. Plans presently call for painting of the exterior of the building, combination storm windows, new front doors, office lighting improvements, as well as renovation of the police area when the Public Safety Center is completed. The effect of these improvements would be to increase the efficient operation of town offices and extend the useful life of the building.

LAND ACQUISITION - \$40,000

This sum would represent a "down payment" for a One Million Dollar land acquisition project, the difference between these two figures being bonded. The Board of Selectmen is presently considering an extensive land acquisition program for school sites that could total 500 acres. In addition to the need for such sites over the next ten years, such a program would remove land from development. It can be demonstrated statistically that the funds expended for such acquisition may well be far less than the actual costs incurred as the result of development of acreage, particularly for residential purposes. The extent of the program will be made available to the Town by 31 January.

CLEAN WATER PIPES - \$50,000

It is the feeling of some members of the Board of Selectmen that the cleaning of pipes in certain areas of the Town would produce a desirable effect both in terms of water quality as well as water flow. The actual areas to be included in such a program have yet to be determined. This would be a first year expense and, if it is to be completely worthwhile, the program must be continued until all old water pipes have been cleaned.

WATER RATE STUDY - \$5,000

The Town's water is supposed to be self-sustaining; that is, its operational cost including debt service depreciation of assets should be met by the revenue it realizes from water usage. In spite of a rate increase three years ago, it is my considered judgment that the system is not self-supporting. Risking over-simplification, this means that heavy users, in particular, are being given an advantage at the expense of the smaller user and, ultimately, the property tax payer. The proposed water rate study would tell us once and for all what our system is worth and what it should take in the way of water service charges to maintain it. The alternative to such a study would have to be another arbitrary rate increase.

NORTH MAIN STREET PAVING - \$35,000

It is proposed that that portion of Main Street between Elm Square and the Shawsheen River bridge be resurfaced. It is presently in extremely poor physical condition to the point of being hazardous.

ITEM #102 - SPECIAL ARTICLES - Cont.

THE B&M RAILROAD SUBSIDY - \$5,000

This sum would permit the Town to continue its contract with the Massachusetts Bay Transportation Authority for one train a day service to and from Andover.

FIRE TRUCK - SECOND HALF - \$37,500

At last year's annual Town Meeting, the Town appropriated \$75,000 for the purchase of a new aerial platform fire truck. However, only half of this amount was budgeted from cash with the balance to be borrowed. It was agreed by the Selectmen and Finance Committee that the Town would be asked to finance the remaining half also out of current revenue. This article fulfills that obligation.

Shortly after the 1968 annual Town Meeting, the Planning Board completed preparation of a Capital Improvement Program Report which was submitted to the Board of Selectmen, Finance Committee and the Town Manager for their review and appropriate action. The purpose of such a program is to bring before the Town in an orderly fashion a long range estimate and recommendation of the Town's capital needs. The work of the Planning Board would be worthless were its recommendations not to be brought before the Town. The program, as presented, was and remains a guide. As Town Manager, it is my obligation and my full intention to bring the projects recommended for 1969 before the Town Meeting. They are as follows:

RECREATION PARK STORAGE - \$12,000

We are in desperate need of storage space, generally, and, more specifically, for recreation activities. Equipment is presently crammed into any area that is available. Some equipment is even stored out of doors. This proposal would permit the construction of an addition to the Recreation Park Lodge and would be more than ample in size to meet the department's and the Town's requirements.

TOWN GARAGE ADDITION - \$20,000

Despite our new garage which was completed two years ago, space for dead storage is not available for Department of Public Works equipment. The result of this is either that equipment takes up needed working space or the equipment is stored out of doors and subject to both the elements and vandalism. This proposal would permit the construction of a cement block addition to the existing older Department of Public Works building. It would be storage space only and would not be heated. It would also be made available to other Town departments, particularly the Town Clerk for the storage of such things as voting booths. This equipment is presently crammed into any place that is available and is exposed to damage.

SEWER, SUMMER STREET AND STRATFORD ROAD - \$60,000

The sewer in this location is critically overburdened. It has been long in need of replacement. Failure to effect this improvement could easily result in disrupting the sewer system in this area.

SWAMP CLEARING, HAGGETTS POND - \$20,000

Clearing of certain areas adjacent to the pond would increase the storage capacity of the pond as well as improve quality of stored water.

SENIOR HIGH SCHOOL PLANS - \$140,000; ELEMENTARY SCHOOL PLANS - \$95,000; WEST JUNIOR HIGH SCHOOL ADDITION PLANS - \$60,000

I do not intend to document the need for these projects in this message. Both the Planning Board and the School Department have developed ample data to support the need for this planning activity. The estimated capital cost of these projects would be \$3,000,000 for the High School addition; \$2,000,000 for the Elementary School plans and \$1,250,000 for the West Junior High addition. The School Department has yet to determine whether the Elementary School work will consist of a new building or additions to existing facilities. If these facilities are to be made available to the School Department to meet the schedule established by the School Department for their completion, occupancy and use, the development of architectural plans and specifications must take place within the next year.

Further justification of these fund requests will be furnished upon request and in far greater detail

ITEM #107 - CAPITAL IMPROVEMENT PROGRAM - Cont.

at the annual Town Meeting.

LIGHTED SOFTBALL DIAMOND - \$6,000

These funds would permit the installation of lights for at least one existing softball diamond. This activity has grown in popularity to the extent that the Town does not have enough fields to meet the need. The installation of lights, however, would more than double the use to which a single field could be put. This would meet the need.

Of the \$413,000 in Capital Improvement Projects, \$380,000 would be provided through borrowing since the projects are capital and the benefits to be realized over an extended period of time. They, therefore, play no part in the tax picture for 1969.

CLASSIFIED SERVICE
OCCUPATIONAL LIST OF CLASSES

APPENDIX

<u>Class Code</u>	<u>Class Grade</u>	<u>Class Title</u>
100	CLERICAL, ADMINISTRATIVE AND FISCAL GROUP (37 $\frac{1}{2}$ - 38 hrs/wk.)	
101	6	Clerk Typist I
102	10	Clerk Typist II
104	12	Stock Clerk
106	13	Assistant Town Clerk
108	11	Account Clerk I
109	13	Account Clerk II
110	15	Account Clerk III
111	8	Clerk Stenographer I
112	11	Clerk Stenographer II
113	16	Administrative Secretary
115	19	Veterans Service Director
117	20	Office Manager
119	21	Tax Collector
121	21	Treasurer
123	21	Town Clerk
125	25	Assessor
128	25	Town Accountant
200	ENGINEERING AND TECHNICAL GROUP (37 $\frac{1}{2}$ - 38 hrs/wk.)	
201	14	Planning Aide
205	19	Building Inspector
206	19	Electrical Inspector
207	19	Plumbing Inspector
208	23	Chief Building Inspector
210	27	Town Engineer

<u>Class Code</u>	<u>Class Grade</u>	<u>Class Title</u>
400	LABOR AND TRADES GROUP (hourly basis)	
401	2	Laborer
404	3	Maintenance Man I
405	4	Maintenance Man II
407	4	Water Meter Reader
410	14	Custodian II (Salary)
412	5	Labor Foreman
414	4	Equipment Operator I
415	6	Equipment Operator II
417	6	Carpenter
419	6	Water Serviceman
421	6	Welder
424	7	Automotive Mechanic
425	8	Automotive Mechanic Foreman
427	7	Cement Finisher
429	6	Pumping Station Operator I
430	8	Pumping Station Operator II
432	6	Tree Trimmer I
432a	7	Tree Trimmer II
433	8	Tree Trimmer Foreman
435	10	Water Distribution Foreman
500	LABOR AND TRADES SUPERVISION GROUP (45 hrs/wk.)	
501	17	Cemetery Superintendent
503	25	Forestry Superintendent
505	21	Street Maint. Supervisor (Salary)
506	25	Street Maint. Superintendent

<u>Class Code</u>	<u>Class Grade</u>	<u>Class Title</u>
509	21	Water Distribution Supervisor (Salary)
510	27	Water and Sewer Superintendent
600	LIBRARY AND RECREATION GROUP (37 $\frac{1}{2}$ - 38 hrs/wk.)	
601	8	Library Clerk
603	13	Library Assistant
605	17	Librarian I
606	20	Librarian II
607	22	Librarian III
610	23	Recreation Director
615	24	Library Director
800	PUBLIC HEALTH GROUP (37 $\frac{1}{2}$ - 38 hrs/wk.)	
805	14	Sanitary Inspector
810	15	Public Health Nurse
815	19	Public Health Director
900	PUBLIC SAFETY GROUP (Police - 40 hrs/wk., Fire - 48 hrs/wk.)	
901	18	Firefighter
902	20	Fire Lieutenant
903	21	Deputy Fire Chief
905	25	Fire Chief
910	18	Police Patrolman
911	21	Detective
912	21	Police Sergeant
913	22	Police Lieutenant
915	25	Police Chief

TOWN OF ANDOVER
MASSACHUSETTS

REVISED SALARY SCHEDULE

SCHEDULE I:

Grade	BASE ANNUAL SALARY RATES						LONGEVITY ANNUAL SALARY RATES		
	Entrance Rate	Intermediate Rates				Maximum Rates	Years of Service		
							8*	12*	17*
1	3,020	3,156	3,280	3,426	3,572		3,656	3,726	3,816
2	3,156	3,280	3,426	3,572	3,726		3,816	3,880	3,974
3	3,280	3,426	3,572	3,726	3,880		3,974	4,040	4,160
4	3,426	3,572	3,726	3,880	4,040		4,160	4,208	4,320
5	3,572	3,726	3,880	4,040	4,208		4,320	4,392	4,530
6	3,726	3,880	4,040	4,208	4,392		4,530	4,588	4,716
7	3,880	4,040	4,208	4,392	4,588		4,716	4,796	4,928
8	4,040	4,208	4,392	4,588	4,796		4,928	5,016	5,140
9	4,208	4,392	4,588	4,796	5,016		5,140	5,238	5,380
10	4,392	4,588	4,796	5,016	5,248		5,380	5,494	5,644
11	4,588	4,796	5,016	5,248	5,494		5,644	5,750	5,884
12	4,796	5,016	5,248	5,494	5,750		5,884	6,020	6,148
13	5,016	5,248	5,494	5,750	6,020		6,148	6,302	6,440
14	5,248	5,494	5,750	6,020	6,302		6,440	6,594	6,706
15	5,494	5,750	6,020	6,302	6,594		6,706	6,902	7,024
16	5,750	6,020	6,302	6,594	6,902		7,024	7,220	7,342
17	6,020	6,302	6,594	6,902	7,220		7,342	7,550	8,032
18	6,302	6,594	6,902	7,220	7,550	7,894	8,032	8,250	8,402
19	6,594	6,902	7,220	7,550	7,894	8,250	8,402	8,620	8,826
20	6,902	7,220	7,550	7,894	8,250	8,620	8,826	9,010	9,224
21	7,220	7,550	7,894	8,250	8,620	9,010	9,224	9,436	9,648
22	7,550	7,894	8,250	8,620	9,010	9,436	9,648	9,888	10,126
23	7,894	8,250	8,620	9,010	9,436	9,888	10,126	10,414	10,604
24	8,250	8,620	9,010	9,436	9,888	10,414	10,904	11,136	11,454
25	8,620	9,010	9,436	9,888	10,414	10,904	11,454	11,664	12,006
26	9,010	9,436	9,888	10,414	10,904	11,454	12,006	12,248	12,556
27	9,436	9,888	10,414	10,904	11,454	12,006	12,556	12,884	13,106
28	9,888	10,414	10,904	11,454	12,006	12,556	13,160	13,630	13,736

*Including at least one year at the preceding rate.

April, 1969

SCHEDULE II: Applicable to all classes in the Labor and Trades Group

Grade	BASE HOURLY WAGE RATES			LONGEVITY WAGE RATES		
	Entrance Rate	Intermediate Rate	Maximum Rate	6 Yrs. Service*	10 Yrs. Service*	15 Yrs. Service*
1	\$2.33	\$2.43	\$2.54	\$2.60	\$2.66	\$2.71
2	\$2.43	\$2.54	\$2.66	\$2.71	\$2.79	\$2.84
3	\$2.54	\$2.66	\$2.79	\$2.84	\$2.92	\$2.98
4	\$2.66	\$2.79	\$2.92	\$2.98	\$3.05	\$3.11
5	\$2.79	\$2.92	\$3.05	\$3.11	\$3.19	\$3.25
6	\$2.92	\$3.05	\$3.19	\$3.25	\$3.33	\$3.42
7	\$3.05	\$3.19	\$3.33	\$3.42	\$3.48	\$3.56
8	\$3.19	\$3.33	\$3.48	\$3.56	\$3.65	\$3.73
9	\$3.33	\$3.48	\$3.65	\$3.73	\$3.82	\$3.91
10	\$3.48	\$3.65	\$3.82	\$3.91	\$4.00	\$4.09

*Including at least one year at preceding rate.

April, 1969



BOARD OF SELECTMEN

Philip K. Allen, Chairman
Robert A. Watters, Vice-Chairman
Roger W. Collins, Secretary

William Stewart

Sidney P. White

TOWN MANAGER

Richard J. Bowen

FINANCE COMMITTEE

Dr. Albert J. Greenberg, Chairman
Edward L. Powers, Secretary

Charles W. Bowman

Harold T. Cookson

Francis J. Byrne

Arthur Heifetz

Francis P. Reilly

SCHOOL COMMITTEE

Richard A. Katz, M.D., Chairman
Edward I. Erickson, Secretary

Mrs. Virginia Cole

Frederick Fitzgerald

William A. Doherty

William F. King

SUPERINTENDENT OF SCHOOLS

Edward I. Erickson